2023 Comprehensive Guide to Educator Preparation Fall Data Submission and Annual Performance Reports





Introduction

The Department of Elementary and Secondary Education (DESE) collects data from Institutions of Higher Education (IHE) that offer courses related to educator preparation for multiple purposes—all of which are related to ensuring an adequate pool of well-prepared teachers for Missouri schools. The primary data collection takes place in the fall of each year, and all Missouri IHEs—both 2-year and 4-year--offering educator preparation coursework must participate. These data are used to track changes in the educator pipeline, identify trends in preparation, and to support State Board of Education decisions regarding continuing accreditation for Educator Preparation Programs (EPPs).

Contents

Glossary	4
2023-24 Timeline	5
Use of Data	5
Continuing Accreditation	5
Annual Program Report for Educator Preparation Programs	6
Overview of APR Process	
Guidelines for Determining Individuals and Data to be used in the APR	
Appeals Process for 2023 EPP-APR Release	6
Fall Data Submission	
Submission Template	7
Submission Process	9
APPENDICES	10
Appendix A: Certification Programs and Codes	11
Appendix B: GPA Reporting Requirements by Certification Program	12
Appendix C: Calculating Teacher APR-EPP Scores	
Note: Due to COVID-19, no data were collected in the fall of 2020 and no APR was published in the spring of 2021	13
Teacher Program Standard 1: Content Knowledge	
Teacher Program Standard 2: Student Learning and Development	
Teacher Program Standard 3: Curriculum Implementation	
Teacher Program Standard 4: Critical Thinking	
Teacher Program Standard 5: Classroom Environment	
Teacher Program Standard 6: Effective Communication	
Teacher Program Standard 7: Assessment and Data Analysis	
Teacher Program Standard 8: Professionalism	
Teacher Program Standard 9: Professional Collaboration	
Appendix D: Calculating School Counselor APR-EPP Scores	
Note: Due to COVID-19, no data were collected in the fall of 2020 and no APR was published in the spring of 2021	
School Counselor Program Standard 1: Student Development	
School Counselor Program Standard 2: Program Implementation	
School Counselor Program Standard 3: Professional Relationships	
School Counselor Program Standard 4: Leadership and Advocacy	
Appendix E: Calculating School Leader (includes Superintendent) APR-EPP Scores	
Note: Due to COVID-19, no data were collected in the fall of 2020 and no APR was published in the spring of 2021	
School Leader Program Domain 1: Visionary Leadership	
School Leader Program Domain 2: Instructional Leadership	
School Leader Program Domain 2: Mistructional Leadership	
School Leader Program Domain 4: Relational Leadership	
School Leader Program Domain 5: Innovative Leadership	

Glossary

The following terms are related to the educator preparation fall data submission and Annual Program Review.

Certification Area: One of the fields in which individuals may be licensed by DESE to work in Missouri schools. The list of certification areas is included in Appendix A.

Certification Candidate: An individual who has completed all requirements to be eligible for certification in a particular area. The certification candidate must be eligible to be recommended by the educator preparation program for certification.

Certificated Candidate: A Certification Candidate who has received Missouri certification.

Enrolled Student: An individual who has formally joined a program intended to lead to some sort of educator certification in Missouri. In many cases, a student becomes an enrolled student upon declaring a particular major. However, at some institutions, participation in a certification program may be associated with a minor, an endorsement, a certificate, acceptance into a graduate program or some other indicator. Typically, the Office of the Registrar has some code-based method for tracking these students.

Examples of enrolled students include, but are not limited to

- 1. A student who has declared herself to be an Elementary Education major
- 2. A student who is a Chemistry major but has also completed paperwork to add an endorsement in teaching
- 3. A student who has been accepted into a graduate program that will lead to certification in Middle School Math
- 4. A student participating in a Registered Teacher Apprenticeship
- 5. A student taking courses in education at a 2-year institution

It is DESE's intent to capture enrollees at an early point in their programs, so EPPs should not wait until students have been formally accepted into a program to count them as enrollees. Institutions may decide the date of this census as long as it is after the start of the Fall Semester and prior to the submission deadline.

Missouri Performance Assessment: State-required performance assessment used to evaluate educator candidates during a culminating clinical experience. Completed by both an EPP representative and the site-based supervisor.

Program Completer: A person who met all the requirements of a state-approved educator preparation program. Documentation may take the form of a degree, institutional certificate, program credential, transcript, or other written proof of having met the program's requirements. In applying this definition, the fact that an individual has or has not been recommended to the state for initial certification or licensure may not be used as criterion for determining who is a program completer. Completers include any student who completed a program of study to become a teacher, librarian, student services provider (e.g. school counselor), and school leader (e.g. principal).

(Note: Individuals who have finished a 2-year program will not be labeled a "Program Completer". Instead, they should be identified as "Mid-Stage Enrolled.")

Reported GPA: Grade Point Average (GPA) data collected on program completers. Depending upon the program, one or more of the three types of GPA will be calculated for each completer. A full list of the GPA reporting requirements for specific programs is included in Appendix B.

- <u>Content GPA</u>. Calculated using grades from courses that have been approved to meet the content requirements in certain areas. Completers of Middle School, Secondary, and most K-12 programs should have a Content GPA.
- <u>Pedagogical GPA</u>. Calculated using courses that have been approved to meet the professional education requirements, including field and clinical experiences. Completers of Middle School, Secondary, and most K-12 programs should have a Pedagogical GPA.
- <u>Program GPA</u>. Calculated using grades from all courses in a given program. Elementary Education and Superintendent are examples of areas for which Program GPA should be reported.

2023-24 Timeline

Due Date	Event
Monday, October 2, 2023	MOSIS Data Collection Opens
Friday, October 20, 2023	MOSIS Data Collection Closes
Monday, October 23, 2023	Testing begins with Data
Thursday, November 22, 2023	Testing finishes with Data
Monday, November 27, 2023	Preliminary Report Available; Appeals Period Begins; Ed Prep Data Downloads Available
Friday, December 29, 2023	Appeals Period Ends
Friday, January 19, 2024	All Appeals Processed; Notification of final status of appeals sent to programs
Monday, January 24, 2024	Final Reports Available; Official Reports Available to Individual Programs Provided Securely
Monday, February 12, 2024	Official reports Available for ALL PROGRAMS TO SHARE Internally
TBD March 2024	Public Release of the 2023 Annual Performance Report

Use of Data

This document describes processes for collecting and using multiple types of data. It is important that institutions be aware of the ways in which the data they submit will be used by DESE.

- Enrolled Student Data Data associated with Enrolled Students will only be used to better understand the overall educator pipeline. It will not be used to evaluate Educator Preparation Programs. Given that these individuals will not need to be connected to data in other tables, Personal Identifiable Information (PII), such as birthdates and Social Security Numbers do not need to be submitted for them.
- Program Completer Data Most of the data submitted are used to calculate the Annual Program Report for Educator Preparation Programs (APR-EPP). While PII must be reported for these individuals, clear protocols exist regarding public sharing of data to ensure that individual cannot be publicly identified

Continuing Accreditation

The State Board of Education is charged with the initial approval and continuing accreditation of the certification programs offered by Educator Preparation Programs (EPPs) (<u>5 CSR 20-400.440</u>). The data submitted during the fall collection process provides the primary basis for the Board's decisions.

After gaining initial approval, all certification programs must earn continuing accreditation each year. The Annual Performance Report for Educator Preparation Programs (APR-EPP) process collects and documents data aligned with the nine Missouri Teacher Standards. Based upon its review of the data, the Board makes one of the following determinations.

Accredited: The Board acknowledges that the program is adequately preparing educators and may continue to recommend candidates for certification. Programs that earn 70 percent or more of the points possible will receive this designation.

Provisionally Accredited: A program that earns fewer than 70 percent of the points possible in two consecutive years will be designated as "Provisionally Accredited" by the Board. The program will be provided with a timeline for addressing these areas. In the meantime, the EPP retains the ability to continue to recommend candidates in that certification area.

Unaccredited: The Board determines that program previously designated as "Provisionally Accredited" has not made sufficient progress and removes the EPP's authority (i.e. "approval") to recommend candidates for certification in this area.

Annual Program Report for Educator Preparation Programs

Overview of APR Process

Each fall, EPPs submit data associated with all current (as of a single date in the fall semester) Enrolled Students and all of the previous year's (9/1-8/31) Program Completers. Based upon data provided by EPPs and third-party vendors, DESE identifies the Program Completers who qualify as Certification Candidates. The Annual Program Report for Educator Preparation Programs (APR-EPP) is generated entirely from data associated with Certification Candidates.

The APR-EPP is aligned with <u>standards</u> approved by the Missouri State Board of Education for teacher, school counselors, building administrators, and other educators. For each of an EPP's certification programs, DESE calculates a score for each standard using the processes described in Appendices E, F, and G. The points earned for each standard are then totaled and divided by the number of points possible. This percentage represents the program's APR-EPP score and is the basis for accreditation determinations made by the State Board of Education.

Guidelines for Determining Individuals and Data to be used in the APR

Included Years of Data

Data used for APR calculations are associated with Certification Candidates submitted over the past five years.

Determination of Certification Candidates

Business logic for calculating Certification Candidates to determine if a program completer is a certification candidate includes information from GPA (Program & Content), Missouri Content Assessment, and the performance assessments.

Cell Size Considerations for Individual Performance Indicators

In order to generate publicly available data on a particular metric, a certification program must have a total of at least 10 certification candidates aggregated over the past five years.

Individual certification area reports will be released securely to EPPs for planning purposes, regardless of cell size. The report will be provided for the purposes of continuous improvement and will be used as a basis for making accountability decisions even if the number of certification candidates is too few to allow for public reporting.

Survey Participation Rate

Participation rates are calculated for standards derived from first-year educator survey data. In order for survey data to be used in the calculation of a standard score, a participation rate of 40 percent or greater is necessary.

The participation rate for the First-Year Educators' Overall Preparation standard is calculated as x/y, where:

- x = number of certificated candidates that received and completed the survey; and
- y = number of certificated candidates that received a survey.

Appeals Process for 2023 EPP-APR Release

An appeal is the formal procedure for requesting that DESE review submitted data or calculated scores. Appeals must be submitted using the <u>DESE appeals form</u> during the designated appeal period, as indicated on the calendar Page 8. EPPs have the right to appeal any numeric data included in the APR. DESE will formally address any appropriately-filed appeals.

Once an EPP's APR is final, data included in that report may not be appealed. Corrections made to prior data will not affect an APR that has already reached the final status. These changes will be made in subsequent years that are affected by the appeal.

Fall Data Submission

Submission Template

Each fall, all institutions offering coursework in educator preparation in Missouri must submit certain data to DESE using the "Fall Data Collection Template." A link to this Excel document may be found on DESE's <u>Annual Performance Reports Page</u>.

Important rules for using the template include:

- Do not alter the headings in any way. Doing so will prevent data from being uploaded.
- The file must be saved in .CSV format before MOSIS will accept it.
- The guidelines below must be followed. Incorrect or missing data will generate an error message in MOSIS.

Below are descriptions of each field in the template, including guidelines for they types of data that must be submitted for different types of individuals. Items A through S align with the corresponding columns on the template.

- A. Collection Version (required for all submitted individuals) Required submission for 2023: 2023 ALL1.0EDPrep.
- B. Current School Year (required for all submitted individuals) The year in which the report is being submitted. Requires four digits (e.g. 2023).
- C. Completer/Enrolled (required for all submitted individuals) Indication of the status of the individual reported. Use codes to indicate individual's status:
 - a. "E"= Early-Stage Enrolled. An individual who was an Enrolled Student (see Glossary), but had not been formally admitted to a program as of a selected day in the fall of 2023. EPPS may decide the date of this census as long as it is after the start of the Fall Semester and prior to the submission deadline.
 - b. "M"= Mid-Stage Enrolled. There are two definitions for this term: 1) an individual who was an Enrolled Student (see Glossary) AND had been formally admitted to a program as of a selected day in the fall of 2023 or 2) an individual who has finished a program designated in Column N as AT in the previous academic year (only used by 2-year institutions).
 - c. "C"=An individual designated as being in a TD or NT program in Column N and who completed the certification program between September 1, 2022 and August 31, 2023. Individuals with AT in Column N cannot be assigned a C here.
- D. Reporting Ed Prep Program (required for all submitted individuals) DESE-assigned six digit code unique to each institution (found here).
- E. Last Name (required for all submitted individuals) Legal last name of individual
- F. First Name (required for all submitted individuals) Legal first name of individual
- G. Middle Name (optional) Legal middle name of individual
- H. Suffix (optional) Legal suffix of individual
- I. Date of Birth (required for Program Completers and AT individuals with an M in Column C)
 - a. Must be reported in this format: MM/DD/YYYY.
 - b. Individual must be over the age of 16 and under the age of 100 as of September 1 of the current school year reporting.
 - c. Cannot be reported for any individuals other than Program Completers and AT individuals with an M in Column C.
- J. Social Security Number (required for Program Completers and AT individuals with an M in Column C)
 - a. Must be reported in this format: XXXXXXXX.
 - b. If individual has no SSN, report the Student ID (no letters only numbers) and put "Student ID No SSN" in the Comments box (column T).
 - c. Use of the number 999999999 is not allowed.
 - d. Cannot be reported for any individuals other than Program Completers and AT individuals with an M in Column C.
- K. Gender (required for all submitted individuals) Individual's self-reported gender
 - a. M: Male
 - b. F: Female
 - c. O: Non-Binary/Other
 - d. N: No Gender Reported
- L. Race/Ethnicity (required for all submitted individuals) Individual's race/ethnicity
 - a. A: Asian
 - b. B: Black or African American
 - c. H: Hispanic/Latino of any race
 - d. I: American Indian or Alaska Native
 - e. W: White
 - f. P: Native Hawaiian or Other Pacific Islander
 - g. M: Multi-Racial

- h. O: Other/Unknown
- M. Subject Area (required for all Program Completers; submission is encouraged for other individuals, if available) —Area in which individual is seeking certification. Use codes found in Appendix A.
- N. Ed Prep Program Type (required for all submitted individuals) Type of program in which individual is enrolled or has completed
 - a. TD: Traditional. Program that is intended for individuals to meet all certification requirements prior to being employed as an educator in the area of certification.
 - b. NT: Non-Traditional (aka Alternative). A program that has been approved by DESE as an Alternative Program. Programs qualifying for this designation are always post-baccalaureate programs, but all post-baccalaureate programs may not be Non-Traditional.
 - e. AT: Associate of Arts in Teaching. Teacher preparation program at a 2-year institution. All 2-year institutions should use this designation, even if the student was not enrolled in or did not complete a formal AAT.
- O. Content GPA (required for 4-year Program Completers according to guidelines in Appendix B) The aggregate GPA of all content courses approved by DESE to meet certification requirements for programs in which content and pedagogy are reported separately.
 - a. See Appendix B for a list of programs which must report Content GPA.
 - b. GPA should be reported on a 4.00 scale (2 decimal points).
- P. Pedagogical GPA (required for 4-year Program Completers according to guidelines in Appendix B) The aggregate GPA of all pedagogy courses approved by DESE to meet certification requirements for programs in which content and pedagogy are reported separately.
 - a. See Appendix B for a list of programs which must report Pedagogical GPA.
 - b. All Non-Traditional (Alternative) programs should only submit Pedagogical GPA.
 - c. GPA should be reported on a 4.00 scale (2 decimal points).
- Q. Program GPA (required for Program Completers in TD and NT programs, according to guidelines in Appendix B) The aggregate GPA of all courses approved by DESE to meet certification requirements for programs in which content and pedagogy are not reported separately.
 - a. See Appendix B for a list of programs which must report Program GPA.
 - b. GPA should be reported on a 4.00 scale (2 decimal points).
- R. Completion Year (required for all Program Completers) Academic Year in which individual completed the program. The Academic Year (AY) is designated by the year in which the spring semester occurred. 2023, then, would be the Completion Year for anyone who completed a program in fall 2022, spring 2023, or summer 2023.
- S. Comments (optional for all) This is anything that needs to be stated about the completer (ex. SSN is Student ID and not true SSN).
- Cooperating Teacher Standard (Columns T-AB; required for all teacher and school counselor Program Completers) Summative scores assigned to individuals by site-based supervisors using the appropriate performance assessment.
 - a. Nine (9) scores required for teachers and 5 for school counselors. Use "NA" in Columns Y-AB for Counselor Completers.
 - b. If individual is not a Program Completer from a teacher or counselor program, then "NA" should be placed here.
 - c. For those not reported as "NA", scores should range from 0.0 to 4.0 (single decimal point).
- University Supervisor Standards (Columns AC-AK; required for all teacher and school counselor Program Completers) Summative scores assigned to individuals by university supervisors using the appropriate performance assessment.
 - a. Nine (9) scores required for teachers and 5 for school counselors. Use "NA" in Columns Y-AB for Counselor Completers.
 - b. If individual is not a Program Completer from a teacher or counselor program, then "NA" should be placed here.
 - c. For those not reported as "NA", scores should range from 0.0 to 4.0 (single decimal point).
- MPEA Performance Score (Column AL; required for all School Leader, K-12 Program Completers) Score assigned to an individual pursuing School Leader, K-12 certification using the MPEA Performance Assessment
 - a. If the individual is not a Program Completer from a School Leader, K-12 program, then "NA" should be placed here.
 - b. Reported scores must be between 0 and 16 with no decimal points.

Submission Process

Data are submitted through the Missouri Student Information System (MOSIS). Each Institution of Higher Education (IHE) has a designated user manager who controls access to MOSIS for that institution. Additional information about MOSIS is available on this page.

The EPP representative responsible for submitting the completed template should follow these steps:

- 1. Log in to the <u>DESE Applications Sign-in (DAS) site</u>.
- 2. Select "MOSIS Data Collection System". This link is only visible to individuals authorized to use MOSIS.
- 3. Choose the appropriate institution from the drop-down menu.
- 4. Find 2023 Educator Prep and select "Run a Trial".
- 5. Upload the template file. In order to be accepted, template must be saved in CSV format.
- 6. Select "Import".

Once the file has been imported a screen with information about the trial will appear. Most importantly, the screen will announce if the trial produced either of the following results.

- Warning An indication that the system found something odd. For example, if an individual is being reported as a superintendent, but was previously reported as completing a teacher preparation program, the system will create a warning as a recommendation that the data be reviewed to prevent an incorrect duplication. Final certification of the trial can occur even if warnings exist.
- Error An indication that data have been incorrectly submitted. For example, all teacher completers must have MEES data. If one of the 18 cells reserved for MEES Standard Scores is left blank, the system will show an error. Final certification cannot occur if any errors exist.

On the trial result page, the terms "Warnings" and "Errors" are hyperlinks. Selecting each will assist the user in determining the cause of each warning or error. Once the reasons for all warnings and errors have been determined, those issues can be fixed, as necessary, on the original template. The revised template can then be uploaded and a new trial run.

When the trial result page indicates that there are no errors, select the "Certify" button. Once the trial has been certified, the data submission process is complete.

APPENDICES

Appendix A: Certification Programs and Codes

TEACHER	
AGRICULTURAL EDUCATION 5-9	6777
AGRICULTURAL EDUCATION 9-12	6779
ART K-12	415
BIOLOGY 9-12	24279
BLIND AND LOW VISION B-12	7512
BUSINESS EDUCATION 5-9	4377
BUSINESS EDUCATION 9-12	34379
CHEMISTRY 9-12	24679
CHINESE K-12	1025
DANCE K-12	25
DEAF AND HARD OF HEARING B-12	7212
DRIVER EDUCATION 9-12	17179
EARLY CHILD SPECIAL EDUCATION B-3	911
EARLY CHILDHOOD EDUCATION B-3	2511
EARTH SCIENCE 9-12	23879
ELEMENTARY EDUCATION 1-6	4776
ENGLISH 9-12	4879
ENGLISH LANGUAGE LEARNERS K-12	9968085
FAMILY AND CONSUMER SCIENCES K-12	2525
FRENCH K-12	495
GENERAL SCIENCE 5-9	5077
GENERAL SCIENCE 9-12	25079
GERMAN K-12	515
GIFTED EDUCATION K-12	235
HEALTH K-12	535
HEBREW K-12	295
ITALIAN K-12	305
JAPANESE K-12	245
JOURNALISM 9-12	5679
LANGUAGE ARTS 5-9	1977
LATIN K-12	575
LIBRARY MEDIA SPECIALIST K-12	2055
MARKETING 9-12	479
MATH SPECIALIST 1-6	9968027
	6

MATHEMATICS 5-9	5877
MATHEMATICS 3-9 MATHEMATICS 9-12	5879
MILD/MOD CROSS CATEGORICAL K-12	1015
MUSIC - INSTRUMENTAL K-12	1555
	1695
MUSIC - VOCAL K-12	
PHYSICAL EDUCATION K-12	605
PHYSICS 9-12	25979
ROTC 9-12	3779
RUSSIAN K-12	625
SOCIAL SCIENCE 5-9	16677
SEVERE DEVELOPMENTAL DISABILITIES	85
K-12	
SOCIAL SCIENCE 9-12	16679
SPANISH K-12	635
SPECIAL READING K-12	815
SPEECH AND THEATRE 5-9	6577
SPEECH AND THEATRE 9-12	6579
TECHNOLOGY AND ENGINEERING 5-9	25477
TECHNOLOGY AND ENGINEERING 9-12	25479
ADMINISTRATION	
CAREER EDUCATION DIRECTOR 7-12	8000819
PRINCIPAL K-8	183
PRINCIPAL 5-9	1877
PRINCIPAL 7-12	189
SCHOOL LEADER K-12	9968115
SPECIAL EDUCATION ADMINISTRATION	115
K-12	
SUPERINTENDENT K-12	205
STUDENT SERVICES	
SCHOOL COUNSELOR 7-12	799
SCHOOL COUNSELOR K-8	793
SCHOOL COUNSELOR K-12	795
SCHOOL PSYCH EXAMINER K-12	785
SCHOOL PSYCHOLOGIST K-12	105
SPEECH/LANGUAGE PATHOLOGIST B-12	16412

Appendix B: GPA Reporting Requirements by Certification Program

Traditional programs in these areas should report
Content GPA AND Pedagogical GPA
K-12 FAMILY AND CONSUMER SCIENCES
K-12 ART
K-12 DANCE
K-12 FRENCH
K-12 CHINESE
K-12 GERMAN
K-12 HEALTH
K-12 HEBREW
K-12 ITALIAN
K-12 JAPANESE
K-12 LATIN
K-12 LIBRARY MEDIA SPECIALIST
K-12 MUSIC - INSTRUMENTAL
K-12 MUSIC - VOCAL
K-12 PHYSICAL EDUCATION
K-12 RUSSIAN
K-12 SPANISH
5-9 AGRICULTURAL EDUCATION
5-9 BUSINESS EDUCATION
5-9 GENERAL SCIENCE
5-9 LANGUAGE ARTS
5-9 MATHEMATICS
5-9 SOCIAL SCIENCE
5-9 SPEECH AND THEATRE
5-9 TECHNOLOGY AND ENGINEERING
9-12 AGRICULTURAL EDUCATION
9-12 BIOLOGY
9-12 BUSINESS EDUCATION
9-12 CHEMISTRY
9-12 EARTH SCIENCE
9-12 ENGLISH
9-12 GENERAL SCIENCE
9-12 JOURNALISM
9-12 MARKETING
9-12 MATHEMATICS
9-12 PHYSICS
9-12 SOCIAL SCIENCE
9-12 SPEECH AND THEATRE
9-12 TECHNOLOGY AND ENGINEERING
· · · · · · · · · · · · · · · · · · ·

These programs should report Pedagogical GPA only. ALL Non-Traditional (Alternative)

These programs should report Program GPA only.	
B-3 EARLY CHILDHOOD EDUCATION	
B-3 EARLY CHILDHOOD SPECIAL EDUCATION	
B-12 BLIND/PARTIALLY SIGHTED	
B-12 DEAF AND HEARING IMPAIRED	
B-12 SEVERE DEVELOPMENT DISABLE	
K-12 MILD/MODERATE CROSS-CATEGORICAL	
SPECIAL EDUCATION	
K-12 SPECIAL EDUCATION ADMINISTRATION	
1-6 ELEMENTARY EDUCATION	
K-12 SCHOOL COUNSELOR	
7-12 SCHOOL COUNSELOR	
K-12 SCHOOL COUNSELOR	
K-8 PRINCIPAL	
5-9 PRINCIPAL (CANNOT STAND ALONE)	
7-12 PRINCIPAL	
K-12 SCHOOL LEADER	
K-12 SUPERINTENDENT	
9-12 DRIVER EDUCATION	
K-12 ENGLISH LANGUAGE LEARNERS	
K-12 GIFTED EDUCATION	
K-12 SCHOOL PSYCHOLOGICAL EXAMINER	
K-12 SCHOOL PSYCHOLOGIST	
K-12 SPECIAL READING	
1-6 MATH SPECIALIST	

Appendix C: Calculating Teacher APR-EPP Scores

Note: Due to COVID-19, no data were collected in the fall of 2020 and no APR was published in the spring of 2021.

Teacher Program Standard 1: Content Knowledge

Definition			structures, and tools of inquiry of the	discipline(s) and	
Definition		creates learning experiences that make these aspects of subject matter meaningful and engaging for			
	all students.				
	an statems.				
Business Logic	((A+B+C+D=E	(x) ÷X) x 100 x Y where			
Dusiness Eegle	` ` `		i Content Assessment (MoCA)		
	_	oints derived from Content GP.			
			i Educator Evaluation System (MEES	.)	
		oints derived from First-Year T		')	
	-		eacher's Principal Survey Scores		
		tal points possible	eacher's Timelpar Survey Scores		
		eighted percentage (.20)			
	1 - we	eighted percentage (.20)			
Indicator 1.1: MoCA	X÷Y where				
maleator 1.1. WIOCA		m of the highest MoCA scores	s of all Certification Candidates		
		tal number of Certification Car			
	1 - 10	tai number of certification ca.	indidates		
Special Notes					
Scoring Guide					
seeing carde		_		¬	
			IoCA	_	
		Average Range	Points	_	
		256.0+	50.0		
		250.0 – 255.9	47.5		
		244.0 – 249.9	45.0		
		238.0 – 243.9	42.5		
		232.0 – 237.9	40.0		
		226.0 – 231.9	37.5		
		220.0 – 225.9	35.0		
Indicator 1.2: Content GPA	X÷Y where				
	• X = su	m of the Content GPAs of all	Certification Candidates		
	• Y = to	tal number of Certification Car	ndidates		
Special Notes	This indicator v	vill not be used for programs the	hat do not report Content GPA (see A	ppendix C).	
Scoring Guide				<u></u>	
		Grade Point	t Average (GPA)		
		Average Range	Points		
		3.50+	20.00		
		3.37 - 3.49	19.00		
		3.25 - 3.36	18.00		
		3.12 - 3.24	17.00		
		3.00 – 3.11	16.00		
		2.87 – 2.99	15.00		
		2.75 – 2.86	14.00		
				<u> </u>	
Indicator 1.3: MEES	(X+Y) ÷2 wher	e			
			Standard 1 MEES scores of all Certif	fication	
	Candio				
	• Y = av	verage of University Superviso	r Standard 1 MEES scores of all Cert	ification	
	Candio				

Special Notes				
Scoring Guide				
8	Performance Assessments			
		Average Range	Points	
		3.50+	10	
		3.25 – 3.49	9	
		3.00 – 3.24	8	
		2.75 – 2.99	7	
		2.50 – 2.74	6	
		2.25 – 2.49	5	
		2.00 – 2.24	4	
		1.75 – 1.99	3	
Indicator 1.4: First-Year	X÷Y where			
Teacher Survey		of all Certification Candidat	e's mean Standard 1 score (calculated	lucing all Firet
reaction survey			ted with Standard 1; see Survey Tech	
		ed items)	ted with Standard 1, see Survey Teem	incar ivianuar ioi
		l number of Certification Car	ndidates	
	T tota	i number of certification can	ididates	
Special Notes				
Scoring Guide				
2.11.11.8		First-Yea	r Teacher Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		3.75 – 3.99	4.50	
		3.50 - 3.74	4.25	
		3.25 – 3.49	4.00	
		3.00 – 3.24	3.75	
		2.75 – 2.99	3.00	
Indicator 1.5: First-Year	X÷Y where			
Teacher's Principal Survey		of all Certification Candidat	e's mean Standard 1 score (calculated	lucina all Firet-
reaction strinespar survey			is associated with Standard 1; see Sur	
		for associated items)	is associated with Standard 1, see Sur	vey reclinical
		l number of Certification Car	ndidates	
	1 - tota	i number of certification car	ididates	
Special Notes				
Scoring Guide		70° 4 X7 70°	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
			cher's Principal Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		3.75 – 3.99	4.50	
		3.50 – 3.74	4.25 4.00	
	i	275 270	4 00	
		3.25 – 3.49		
		3.25 - 3.49 3.00 - 3.24 2.75 - 2.99	3.75 3.00	
		3.00 – 3.24	3.75	

Teacher Program Standard 2: Student Learning and Development

Definition	The teacher understands how students learn, develop and differ in their approaches to learning. The
	teacher provides learning opportunities that are adapted to diverse learners and support the
	intellectual, social, and personal development of all students.
Business Logic	$((B+C+D=E) \div X) \times 100 \times Y$ where
	B = points derived from Pedagogical or Program GPA
	C = points derived from the Missouri Educator Evaluation System (MEES)

Indicator 2.1: Pedagogical	 E = poi X = tota 	ints derived from First-Year Tear nts derived from First-Year Tear al points possible ighted percentage (.10)	•	
or Program GPA	 X = sur Y = tota 	n of the Pedagogical or Program al number of Certification Candi	dates	
Special Notes	See Appendix C	for list of programs that report I	Pedagogical GPA and Program	GPA
Scoring Guide	_			
		Pedagogical or Program Gi		
		Average Range	Points	
		3.50+	10.0	
		3.37 – 3.49	9.5	
		3.25 – 3.36	9.0	
		3.12 – 3.24	8.5	
		3.00 – 3.11	8	
		2.87 – 2.99	7.5	
		2.75 – 2.86	7	
Indicator 2.2: MEES	Candida	erage of Cooperating Teacher Sta ates erage of University Supervisor S		
Special Notes				
Scoring Guide				
		Performano	ce Assessments	
		Average Range	Average Range	
		3.50+	3.50+	
		3.25 – 3.49	3.25 – 3.49	
		3.00 – 3.24	3.00 – 3.24	
		2.75 – 2.99	2.75 – 2.99	
		2.50 – 2.74	2.50 – 2.74	
		2.25 – 2.49	2.25 – 2.49	
		2.00 – 2.24	2.00 – 2.24	
		1.75 – 1.99	1.75 – 1.99	
Indicator 2.3: First-Year Teacher Survey	Year Te associate	n of all Certification Candidate's eacher's Survey items associated ted items) al number of Certification Candi	with Standard 2; see Survey To	
Special Notes				
Scoring Guide				
			ear Survey	
		Average Range	Points	
	1	4.05.1	= 00	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		4.00 – 4.24 3.75 – 3.99	4.75 4.50	
		4.00 – 4.24 3.75 – 3.99 3.50 – 3.74	4.75 4.50 4.25	
		4.00 – 4.24 3.75 – 3.99 3.50 – 3.74 3.25 – 3.49	4.75 4.50 4.25 4.00	
		4.00 – 4.24 3.75 – 3.99 3.50 – 3.74	4.75 4.50 4.25	

Indicator 2.4: First-Year	X÷Y where			
Teacher's Principal Survey	Year Te Manual	• X = sum of all Certification Candidate's mean Standard 2 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 2; see Survey Technical Manual for associated items)		
Special Notes				
Scoring Guide				1
	First-Year Teacher's Principal Survey			
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		3.75 – 3.99	4.50	
		3.50 – 3.74	4.25	
		3.25 – 3.49	4.00	
		3.00 - 3.24	3.75	
		2.75 – 2.99	3.00	
		·	·	

Teacher Program Standard 3: Curriculum Implementation

Definition		ps, implements, and evaluates cu	range planning and curriculum develo urriculum based upon student, district a	
Business Logic	 ((B+C+D=E) ÷X) x 100 x Y where B = points derived from Pedagogical or Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) D = points derived from First-Year Teacher Survey E = points derived from First-Year Teacher's Principal Survey Scores X = total points possible Y = weighted percentage (.10) 			
Indicator 3.1: Pedagogical or Program GPA		um of the Pedagogical or Progra otal number of Certification Can	m GPAs of all Certification Candidate didates	S
Special Notes	See Appendix C for list of programs that report Pedagogical GPA and Program GPA			
Scoring Guide		1 5		
		Pedagogical or Program	Grade Point Average (GPA)]
		Average Range	Points	
		3.50+	10.0	
		3.37 – 3.49	9.5	
		3.25 – 3.36	9.0	
		3.12 – 3.24	8.5	
		3.00 – 3.11	8	
		2.87 – 2.99	7.5	
		2.75 – 2.86	7	
Indicator 3.2: MEES	Cand	verage of Cooperating Teacher S idates verage of University Supervisor	Standard 3 MEES scores of all Certific Standard 3 MEES scores of all Certific	
Special Notes				

Performance Assessments	Scoring Guide				
Average Range Average Range 3.59+ 3.59+ 3.59+ 3.59+ 3.59+ 3.59+ 3.59+ 3.59+ 3.59+ 3.59+ 3.59+ 3.50			Performa	nce Assessments]
3.50+ 3.50+ 3.50+ 3.25 - 3.49 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.75					
3,25 - 3,49 3,25 - 3,49 3,00 - 3,24 3,00 - 3,24 2,75 - 2,99 2,75 - 2,99 2,75 - 2,99 2,75 - 2,99 2,25 - 2,74 2,50 - 2,74 2,50 - 2,74 2,20 - 2,24 2,00 - 2,24 1,75 - 1,99					
3,00 - 3,24 3,00 - 3,24 2,75 - 2,99 2,75 - 2,99 2,50 - 2,74 2,50 - 2,74 2,25 - 2,49 2,25 - 2,49 2,00 - 2,24 2,00 - 2,24 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 1,75 - 1,99 2,75 - 2,91 1,75 - 1,99 3,75 - 3,99 4,50 3,75 - 3,99 4,50 3,75 - 3,99 4,50 3,75 - 3,99 3,00 3,75 - 3,99 3,00 3,75 - 3,99 3,00 3,75 - 3,99 4,50 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 4,25 + 5,00 3,50 - 3,74 4,25 3,75 - 3,99 4,50 3,50 - 3,74 4,25 3,25 - 3,49 4,00 3,00 - 3,24 3,75					
2.75 - 2.99 2.75 - 2.99 2.50 - 2.74 2.50 - 2.74 2.25 - 2.49 2.25 - 2.49 2.26 - 2.74 2.50 - 2.74 2.50 - 2.74 2.50 - 2.74 2.50 - 2.74 2.50 - 2.74 2.50 - 2.74 2.50 - 2.74 2.50 - 2.74 2.00 - 2.24 2.00 - 2.24 2.00 - 2.24 1.75 - 1.99					
Indicator 3.3: First-Year Teacher's Survey					
X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Teacher's Survey items associated with Standard 3; see Survey Technical Manual for associated items) Y = total number of Certification Candidates Special Notes			1.75 – 1.99	1.75 – 1.99	
X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Teacher's Survey items associated with Standard 3; see Survey Technical Manual for associated items) Y = total number of Certification Candidates Special Notes	Indicator 2.2. First Vaca	V · V · · · h · · · ·			
Year Teacher's Survey items associated with Standard 3; see Survey Technical Manual for associated items) Y = total number of Certification Candidates Special Notes			-f-11 C4:54: C4:4-4		4 11 E:4
Special Notes Scoring Guide First-Year Survey	Teacher Survey				
• Y = total number of Certification Candidates Special Notes				ed with Standard 3; see Survey Tech	micai ivianuai ior
Special Notes Scoring Guide First-Year Survey				didates	
Scoring Guide First-Year Survey		1 - tota	i number of Certification Can	undates	
Scoring Guide First-Year Survey	Special Notes				
First-Year Survey					
Average Range	8		First-	Vear Survey	
A.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75 2.75 - 2.99 3.00 Indicator 3.4: First-Year Teacher's Principal Survey					
A.00 - 4.24					
3.75 - 3.99					
3.50 - 3.74					
3.25 - 3.49					
Indicator 3.4: First-Year Teacher's Principal Survey **X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 3; see Survey Technical Manual for associated items) **Y = total number of Certification Candidates* Special Notes Special Notes Scoring Guide **First-Year Teacher's Principal Survey Average Range Points 4.25+ 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75					
Indicator 3.4: First-Year Teacher's Principal Survey • X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 3; see Survey Technical Manual for associated items) • Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75					
Teacher's Principal Survey X = sum of all Certification Candidate's mean Standard 3 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 3; see Survey Technical Manual for associated items) Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75					
Year Teacher's Principal Survey items associated with Standard 3; see Survey Technical Manual for associated items) ■ Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey	Indicator 3.4: First-Year	X÷Y where			
Manual for associated items) • Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75	Teacher's Principal Survey	• X = sum	of all Certification Candidate	e's mean Standard 3 score (calculate	d using all First-
• Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 − 4.24 4.75 3.75 − 3.99 4.50 3.50 − 3.74 4.25 3.25 − 3.49 4.00 3.00 − 3.24 3.75		Year Te	acher's Principal Survey item	s associated with Standard 3; see Su	rvey Technical
First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75					
First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75		• Y = tota	l number of Certification Can	didates	
First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75	Special Notes				
First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75	Scoring Guide				
$\begin{array}{c ccccc} 4.25+ & 5.00 \\ \hline 4.00-4.24 & 4.75 \\ \hline 3.75-3.99 & 4.50 \\ \hline 3.50-3.74 & 4.25 \\ \hline 3.25-3.49 & 4.00 \\ \hline 3.00-3.24 & 3.75 \\ \hline \end{array}$	S				
$\begin{array}{c cccc} 4.00-4.24 & 4.75 \\ \hline 3.75-3.99 & 4.50 \\ \hline 3.50-3.74 & 4.25 \\ \hline 3.25-3.49 & 4.00 \\ \hline 3.00-3.24 & 3.75 \\ \end{array}$					
$ \begin{array}{r} 3.75 - 3.99 & 4.50 \\ 3.50 - 3.74 & 4.25 \\ 3.25 - 3.49 & 4.00 \\ 3.00 - 3.24 & 3.75 \end{array} $					
$ \begin{array}{c cccc} 3.50 - 3.74 & 4.25 \\ 3.25 - 3.49 & 4.00 \\ 3.00 - 3.24 & 3.75 \end{array} $					
3.25 - 3.49 4.00 $3.00 - 3.24$ 3.75					
3.00 – 3.24					
					-
2.75 – 2.99 3.00					-
			2.75 – 2.99	3.00	

Teacher Program Standard 4: Critical Thinking

Definition	The teacher uses a variety of instructional strategies and resources to encourage students' critical thinking, problem solving, and performance skills.
Business Logic	 ((B+C+D=E) ÷X) x 100 x Y where B = points derived from Pedagogical or Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) D = points derived from First-Year Teacher Survey E = points derived from First-Year Teacher's Principal Survey Scores

		tal points possible		
	• Y = w	eighted percentage (.10)		
Indicator 4.1: Pedagogical	X÷Y where			
or Program GPA		m of the Pedagogical or Program	n GPAs of all Certification Candid	ates
of Frogram Gr71		tal number of Certification Cand		aics
	• 1 – 10	tai number of Certification Cand	ndates	
9 1137	G . 1: .	7.0.110	D 1 1 1 CD 1 1 D C1	<u> </u>
Special Notes	See Appendix (for list of programs that report	Pedagogical GPA and Program Gl	PA
Scoring Guide				
		Pedagogical or Program G	Grade Point Average (GPA)	
		Average Range	Points	
		3.50+	10.0	
		3.37 – 3.49	9.5	
		3.25 – 3.36	9.0	
		3.12 – 3.24	8.5	
		3.00 – 3.11	8	
		2.87 – 2.99	7.5	
		2.75 - 2.86	7	
Indicator 4.2: MEES	$(X+Y) \div 2$ when	e		
			tandard 4 MEES scores of all Certi	fication
	Candio			
			Standard 4 MEES scores of all Cer	tification
	Candio		Standard 4 WIEES scores of all Cer	inication
	Candio	iates		
Special Notes				
*				
Scoring Guide		D 6		7
			ice Assessments	
		Average Range	Average Range	
		3.50+	3.50+	
		3.25 – 3.49	3.25 – 3.49	
		3.00 – 3.24	3.00 - 3.24	
		2.75 – 2.99	2.75 – 2.99	
		2.50 – 2.74	2.50 – 2.74	
		2.25 – 2.49	2.25 – 2.49	
		2.00 – 2.24	2.00 – 2.24	
		1.75 – 1.99	1.75 – 1.99	
		1.73 – 1.77	1.73 – 1.77	
Y 11 / 12 71 77				
Indicator 4.3: First-Year	X÷Y where			
Teacher Survey			's mean Standard 4 score (calculate	
			d with Standard 4; see Survey Tech	hnical Manual for
	associa	ated items)		
	• Y = to	tal number of Certification Cand	lidates	
Special Notes				
Scoring Guide				
		Firet_V	Year Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		4.00 – 4.24 3.75 – 3.99	4.75 4.50	
		4.00 - 4.24 3.75 - 3.99 3.50 - 3.74	4.75 4.50 4.25	
		4.00 – 4.24 3.75 – 3.99	4.75 4.50	
		4.00 - 4.24 3.75 - 3.99 3.50 - 3.74	4.75 4.50 4.25	
		4.00 - 4.24 3.75 - 3.99 3.50 - 3.74 3.25 - 3.49 3.00 - 3.24	4.75 4.50 4.25 4.00 3.75	
		4.00 - 4.24 3.75 - 3.99 3.50 - 3.74 3.25 - 3.49	4.75 4.50 4.25 4.00	
Indicator 4.4: First-Year	X÷Y where	4.00 - 4.24 3.75 - 3.99 3.50 - 3.74 3.25 - 3.49 3.00 - 3.24	4.75 4.50 4.25 4.00 3.75	

Teacher's Principal Survey	Year Te Manual	 X = sum of all Certification Candidate's mean Standard 4 score (calculated using all First-Year Teacher's Principal Survey items associated with Standard 4; see Survey Technical Manual for associated items) Y = total number of Certification Candidates 			
	\bullet $Y = tota$	i number of Certification Cai	naidates		
Special Notes					
Scoring Guide		First-Year Tea	cher's Principal Survey]	
		Average Range	Points		
		4.25+	5.00		
		4.00 - 4.24	4.75		
		3.75 – 3.99	4.50		
		3.50 - 3.74	4.25		
		3.25 – 3.49	4.00		
		3.00 – 3.24	3.75		
		2.75 – 2.99	3.00		
				•	

Teacher Program Standard 5: Classroom Environment

Definition			al/group motivation and behavior to cre at in learning, positive social interaction	
Business Logic	 C = points of D = points of E = points of X = total points 	lerived from Pedagogical derived from the Missouri derived from First-Year To	Educator Evaluation System (MEES)	
Indicator 5.1: Pedagogical or Program GPA		the Pedagogical or Progra mber of Certification Can	ım GPAs of all Certification Candidates didates	3
Special Notes	See Appendix C for	list of programs that repor	t Pedagogical GPA and Program GPA	
Scoring Guide				
			Grade Point Average (GPA)	
		Average Range	Points	
		3.50+	10.0	
		3.37 – 3.49	9.5	
		3.25 – 3.36	9.0	
		3.12 – 3.24	8.5	
		3.00 – 3.11	8	
		2.87 – 2.99	7.5	
		2.75 – 2.86	7	
Indicator 5.2: MEES	Candidates		Standard 5 MEES scores of all Certifica Standard 5 MEES scores of all Certific	
Special Notes				

Scoring Guide				
Scoring Guide	Г	Performa	nce Assessments	7
		Average Range	Average Range	
		3.50+	3.50+	
		3.25 – 3.49	3.25 – 3.49	
		3.00 – 3.24	3.00 – 3.24	
		2.75 – 2.99	2.75 – 2.99	
		2.50 – 2.74	2.50 – 2.74	
		2.25 – 2.49	2.25 – 2.49	
		2.00 – 2.24	2.00 – 2.24	
		1.75 – 1.99	1.75 – 1.99	
				_
Indicator 5.3: First-Year	X÷Y where			
Teacher Survey	• X = sum o	of all Certification Candidate	e's mean Standard 5 score (calculat	ed using all First-
			ed with Standard 5; see Survey Tec	
	associated			1111001171011001
		number of Certification Can	didates	
	- 1 total	number of Certification Can	aration	
Special Notes				
Scoring Guide				
C		First-	Year Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		3.75 – 3.99	4.50	
		3.50 – 3.74	4.25	
		3.25 – 3.49	4.00	
		3.00 – 3.24	3.75	
		2.75 – 2.99	3.00	
		20.0 200		
Indicator 5.4: First-Year	X÷Y where			
Teacher's Principal Survey		of all Certification Candidate	e's mean Standard 5 score (calculat	ed using all First-
1 3			s associated with Standard 5; see S	
		or associated items)	subscenared with Standard 5, see 5	arvey recimiear
		number of Certification Can	didates	
Special Notes	1 total	number of commencer cur	arautos	
Scoring Guide	_			
Scoring Garac			her's Principal Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		3.75 – 3.99	4.50	
		3.50 - 3.74	4.25	
		3.25 – 3.49	4.00	
		3.00 – 3.24	3.75	
		2.75 – 2.99	3.00	
	_			_

Teacher Program Standard 6: Effective Communication

Definition	The teacher models effective verbal, nonverbal, and media communication techniques with students, colleagues and families to foster active inquiry, collaboration, and supportive interaction in the classroom.
Business Logic	$((B+C+D=E) \div X) \times 100 \times Y \text{ where}$
	B = points derived from Pedagogical or Program GPA
	C = points derived from the Missouri Educator Evaluation System (MEES)

	 E = poi X = tot 	ints derived from First-Year Te ints derived from First-Year Te al points possible eighted percentage (.10)	acher Survey acher's Principal Survey Scores	
Indicator 6.1: Pedagogical or Program GPA		m of the Pedagogical or Programal number of Certification Can	m GPAs of all Certification Candidate	es
Special Notes	See Appendix C	for list of programs that report	Pedagogical GPA and Program GPA	<u>.</u>
Scoring Guide	_			
		Pedagogical or Program (Grade Point Average (GPA)	
		Average Range	Points	
		3.50+	10.0	
		3.37 – 3.49	9.5	
		3.25 - 3.36	9.0	
		3.12 – 3.24	8.5	
		3.00 - 3.11	8	
		2.87 – 2.99	7.5	
		2.75 – 2.86	7	
Special Notes Scoring Guide	Candid	ates		
8				
		Performa	ice Assessments	
			nce Assessments Average Range	
		Performat Average Range 3.50+	Average Range 3.50+	
		Average Range	Average Range	
		Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24	Average Range 3.50+	
		Average Range 3.50+ 3.25 – 3.49	Average Range 3.50+ 3.25 – 3.49	
		Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74	Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74	
		Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49	Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49	
		Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49 2.00 - 2.24	Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49 2.00 - 2.24	
		Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49	Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49	
Indicator 6.3: First-Year Teacher Survey	Year T associa	Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49 2.00 - 2.24 1.75 - 1.99 m of all Certification Candidate	Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49 2.00 - 2.24 1.75 - 1.99 2's mean Standard 6 score (calculated ed with Standard 6; see Survey Techn	

First-Year Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75 2.75 - 2.99 3.00 Indicator 6.4: First-Year Teacher's Principal Survey * X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) * Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50	Scoring Guide				
Average Range	seeming control		First-	-Year Survey	
A.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75 2.75 - 2.99 3.00 Indicator 6.4: First-Year Teacher's Principal Survey X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50					
3.75 - 3.99 4.50 3.50 - 3.74 4.25 3.25 - 3.49 4.00 3.00 - 3.24 3.75 2.75 - 2.99 3.00 Indicator 6.4: First-Year Teacher's Principal Survey				5.00	
Indicator 6.4: First-Year Teacher's Principal Survey X÷Y where • X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) • Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50			4.00 – 4.24	4.75	
Indicator 6.4: First-Year Teacher's Principal Survey X÷Y where X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50			3.75 – 3.99	4.50	
Indicator 6.4: First-Year Teacher's Principal Survey **X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) **Y = total number of Certification Candidates **Special Notes** Scoring Guide** **First-Year Teacher's Principal Survey* Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50			3.50 - 3.74	4.25	
Indicator 6.4: First-Year Teacher's Principal Survey X÷Y where X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 – 4.24 4.75 3.75 – 3.99 4.50			3.25 – 3.49	4.00	
Indicator 6.4: First-Year Teacher's Principal Survey X÷Y where X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50			3.00 – 3.24	3.75	
Teacher's Principal Survey • X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) • Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50			2.75 – 2.99	3.00	
Teacher's Principal Survey • X = sum of all Certification Candidate's mean Standard 6 score (calculated using all F Year Teacher's Principal Survey items associated with Standard 6; see Survey Technic Manual for associated items) • Y = total number of Certification Candidates Special Notes Scoring Guide First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50					
First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50		• X = sum of Year Teach Manual for	ner's Principal Survey item associated items)	ns associated with Standard 6; see	
First-Year Teacher's Principal Survey Average Range Points 4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50	Special Notes				
4.25+ 5.00 4.00 - 4.24 4.75 3.75 - 3.99 4.50	Scoring Guide		First-Year Teac	cher's Principal Survey	
4.00 - 4.24 4.75 3.75 - 3.99 4.50			Average Range	Points	
3.75 – 3.99 4.50			4.25+	5.00	
			4.00 – 4.24	4.75	
3 50 – 3 74			3.75 – 3.99	4.50	
3.30 - 3.74 4.23			3.50 – 3.74	4.25	
3.25 – 3.49 4.00			3.25 – 3.49	4.00	
3.00 – 3.24 3.75			3.00 – 3.24	3.75	
2.75 – 2.99 3.00			2.75 – 2.99	3.00	

Teacher Program Standard 7: Assessment and Data Analysis

Definition	The teacher understands and uses formative and summative assessment strategies to assess the learner's progress and uses both classroom and standardized assessment data to plan ongoing instruction. The teacher monitors the performance of each student, and devises instruction to enable students to grow and develop, making adequate academic progress.			
Business Logic	 ((B+C+D=E) ÷X) x 100 x Y where B = points derived from Pedagogical or Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) D = points derived from First-Year Teacher Survey E = points derived from First-Year Teacher's Principal Survey Scores X = total points possible Y = weighted percentage (.10) 			
Indicator 7.1: Pedagogical or Program GPA	 X÷Y where X = sum of the Pedagogical or Program GPAs of all Certification Candidates Y = total number of Certification Candidates 			
Special Notes	See Appendix C for list of programs that report Pedagogical GPA and Program GPA			

Scoring Guide				
Scoring Guide	Γ	Pedagogical or Program	Grade Point Average (GPA)	
	_	Average Range	Points	
		3.50+	10.0	
		3.37 – 3.49	9.5	
		3.25 – 3.36	9.0	
		3.12 – 3.24	8.5	
		3.00 – 3.11	8	
		2.87 – 2.99	7.5	
		2.75 – 2.86	7	
	_	2000	,	
Indicator 7.2: MEES	Candida	erage of Cooperating Teacher states erage of University Supervisor	Standard 7 MEES scores of all Cer Standard 7 MEES scores of all Ce	
Special Notes				
Scoring Guide				
			nce Assessments	
		Average Range	Average Range	
		3.50+	3.50+	
		3.25 – 3.49	3.25 – 3.49	
		3.00 – 3.24	3.00 – 3.24	
		2.75 – 2.99	2.75 – 2.99	
		2.50 – 2.74	2.50 – 2.74	
		2.25 – 2.49	2.25 – 2.49	
		2.00 – 2.24	2.00 – 2.24	
		1.75 – 1.99	1.75 – 1.99	
Indicator 7.3: First-Year Teacher Survey	Year Te associat		e's mean Standard 7 score (calcula ed with Standard 7; see Survey Te didates	
Special Notes				
Scoring Guide				
			Year Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		3.75 – 3.99	4.50	
		3.50 - 3.74	4.25	
		3.25 – 3.49	4.00	
		3.00 - 3.24	3.75	
		2.75 – 2.99	3.00	
Indicator 7.4: First-Year Teacher's Principal Survey	Year Te Manual		e's mean Standard 7 score (calcula s associated with Standard 7; see s didates	
Special Notes				
Scoring Guide				

	First-Year Tead	cher's Principal Survey	
	Average Range	Points	
	4.25+	5.00	
	4.00 – 4.24	4.75	
	3.75 – 3.99	4.50	
	3.50 - 3.74	4.25	
	3.25 – 3.49	4.00	
	3.00 - 3.24	3.75	
	2.75 – 2.99	3.00	

Teacher Program Standard 8: Professionalism

Definition	The teacher is a reflective practitioner who continually assesses the effects of choices and actions on others. The teacher actively seeks out opportunities to grow professionally in order to improve learning for all students.				
Business Logic	((B+C+D=E) ÷X) x 100 x Y where • B = points derived from Pedagogical or Program GPA • C = points derived from the Missouri Educator Evaluation System (MEES) • D = points derived from First-Year Teacher Survey • E = points derived from First-Year Teacher's Principal Survey Scores • X = total points possible • Y = weighted percentage (.10)				
Indicator 8.1: Pedagogical or Program GPA		m of the Pedagogical or Progra tal number of Certification Can	m GPAs of all Certification Candidate	es	
Special Notes	See Appendix (of for list of programs that repor	t Pedagogical GPA and Program GPA		
Scoring Guide Indicator 8.2: MEES	(X+V) → 2 when	Average Range 3.50+ 3.37 - 3.49 3.25 - 3.36 3.12 - 3.24 3.00 - 3.11 2.87 - 2.99 2.75 - 2.86	Points 10.0 9.5 9.0 8.5 8 7.5 7		
Indicator 8.2: MEES	Candio	verage of Cooperating Teacher States verage of University Supervisor	Standard 8 MEES scores of all Certific Standard 8 MEES scores of all Certif		
Special Notes					

Scoring Guide				
Scoring Guide		Performs	ance Assessments	1
		Average Range	Average Range	-
		3.50+	3.50+	
		3.25 – 3.49	3.25 – 3.49	
		3.00 – 3.24	3.00 – 3.24	-
		2.75 – 2.99	2.75 – 2.99	-
		2.50 – 2.74	2.50 – 2.74	-
		2.25 – 2.49	2.25 – 2.49	-
		2.00 – 2.24	2.00 – 2.24	-
		1.75 – 1.99	1.75 – 1.99	
				•
Indicator 8.3: First-Year Teacher Survey	Year Te associat		re's mean Standard 8 score (calculate ted with Standard 8; see Survey Tech adidates	
Special Notes				
Scoring Guide				
6		First	-Year Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		3.75 – 3.99	4.50	
		3.50 - 3.74	4.25	
		3.25 – 3.49	4.00	
		3.00 - 3.24	3.75	
		2.75 – 2.99	3.00	
			<u> </u>	
Indicator 8.4: First-Year Teacher's Principal Survey	Year Te Manual		e's mean Standard 8 score (calculate as associated with Standard 8; see Su adidates	
Special Notes				
Scoring Guide		First Voor Too	cher's Principal Survey	1
		Average Range	Points	1
		4.25+	5.00	1
		4.00 – 4.24	4.75	-
		3.75 – 3.99	4.50	-
		3.50 – 3.74	4.25	1
		3.25 – 3.49	4.00	1
				-
		3 00 . 3 24	3 75	
		3.00 - 3.24 $2.75 - 2.99$	3.75 3.00	-

Teacher Program Standard 9: Professional Collaboration

Definition	The teacher has effective working relationships with students, parents, school colleagues, and community members.
Business Logic	((B+C+D=E) ÷X) x 100 x Y where • B = points derived from Pedagogical or Program GPA

Indicator 9.1: Pedagogical or Program GPA	 D = points derived from First-Y E = points derived from First-Y X = total points possible Y = weighted percentage (.10) X÷Y where X = sum of the Pedagogical or Y = total number of Certification 	Year Teacher's Principal Survey Scores Program GPAs of all Certification Candidate on Candidates	
Special Notes	See Appendix C for list of programs tha	t report Pedagogical GPA and Program GPA	
Scoring Guide	Pedagogical or Pro Average Range 3.50+ 3.37 - 3.49 3.25 - 3.36 3.12 - 3.24 3.00 - 3.11 2.87 - 2.99 2.75 - 2.86	gram Grade Point Average (GPA) Points 10.0 9.5 9.0 8.5 8 7.5	
Indicator 9.2: MEES Special Notes	Candidates	eacher Standard 9 MEES scores of all Certific ervisor Standard 9 MEES scores of all Certifi	
Scoring Guide			
		formance Assessments	
	Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49 2.00 - 2.24 1.75 - 1.99	Average Range 3.50+ 3.25 - 3.49 3.00 - 3.24 2.75 - 2.99 2.50 - 2.74 2.25 - 2.49 2.00 - 2.24 1.75 - 1.99	
Indicator 9.3: First-Year Teacher Survey		ndidate's mean Standard 9 score (calculated ssociated with Standard 9; see Survey Techn	

Scoring Guide				
		First-	-Year Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 - 4.24	4.75	
		3.75 - 3.99	4.50	
		3.50 - 3.74	4.25	
		3.25 - 3.49	4.00	
		3.00 - 3.24	3.75	
		2.75 – 2.99	3.00	
Teacher's Principal Survey	Year Teach Manual for		e's mean Standard 9 score (calculans associated with Standard 9; see Standards	
Special Notes				
Scoring Guide		First-Year Teac	cher's Principal Survey	
		Average Range	Points	
		4.25+	5.00	
		4.00 – 4.24	4.75	
		3.75 – 3.99	4.50	
		3.50 – 3.74	4.25	
		3.25 – 3.49	4.00	
		3.00 – 3.24	3.75	
		A = = A A A A		
		2.75 – 2.99	3.00	

Appendix D: Calculating School Counselor APR-EPP Scores

Note: Due to COVID-19, no data were collected in the fall of 2020 and no APR was published in the spring of 2021.

School Counselor Program Standard 1: Student Development

Definition	The school counselor utilizes his/her skills and knowledge of student development and behavior to promote the mental health and well-being of all students by facilitating their academic, personal/social, and career development.				
Business Logic	 ((A+B+C+D=E) ÷X) x 100 x Y where A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) 				
Indicator 1.1: MoCA	X÷Y where • X = sum of the highest MoCA scores				
Special Notes					
Scoring Guide					
	Mo	OCA			
	Average Range	Points			
	250.0 +	10			
	245.0 - 249.9	9.5			
	240.0 - 244.9	9			
	235.0 - 239.9	8.5			
	230.0 - 234.9	8			
	225.0 – 229.9	7.5			
	220.0 – 224.9	7			
Indicator 1.2: Program GPA Special Notes	X÷Y where • X = sum of the Program GPAs of all C • Y = total number of Certification Cand				
Scoring Guide					
Scoring Guide					
		verage (GPA)			
	Average Range	Points			
	3.60 +	10			
	3.40 – 3.59	9.5			
	3.20 – 3.39	9			
	3.00 - 3.19	8.5			
	2.75 – 2.99	8			
Indicator 1.3: MEES		rd 1 MEES scores of all Certification Candidates Standard 1 MEES scores of all Certification			
Special Notes					

Scoring Guide				
		Performa	ance Assessments	
		Average Range	Points	
		2.50 +	10	
		2.25 – 2.49	9	
		2.00 – 2.24	8	
		1.75 – 1.99	7	
		1.50 – 1.74	6	
		1.25 – 1.49	5	
		1.00 - 1.24	4	
		0.00 - 0.99	0	
Indicator 1.4: First-Year	X÷Y where			
	11 1			1 ' 11 E' /
Counselor Survey			te's mean Standard 1 score (calculated	
		ounselor's Survey items assocition (ciated items)	ciated with Standard 1; see Survey Tec	ennicai Manuai
		ciated items) al number of Certification Car	- didatas	
	• 1 – 1012	ar number of Certification Car	ndidates	
Special Notes				
Scoring Guide				
		First	-Year Survey	
		Average Range	Points	
		4.0 – 5.0	5	
		3.0 – 3.9	4	
		2.0 – 2.9	3	
		0.0 - 1.9	0	
Indicator 1.5: First-Year	X÷Y where			
Counselor's Supervisor	• X = sun	n of all Certification Candidat	te's mean Standard 1 score (calculated	l using all First-
Survey			items associated with Standard 1; see	Survey
	Technic	cal Manual for associated item	ns)	
	• Y = tota	al number of Certification Car	ndidates	
Special Notes				
Scoring Guide				
		First	-Year Survey	
		Average Range	Points	
		4.0 – 5.0	5	
l				
		3.0 - 3.9	4	
		$\frac{3.0 - 3.9}{2.0 - 2.9}$	3	
		3.0 – 3.9 2.0 – 2.9 0.0 – 1.9	3 0	

School Counselor Program Standard 2: Program Implementation

Definition	The school counselor collaborates with school and community members to plan, design, implement, evaluate, and enhance the school and districtwide comprehensive school counseling program to advance the academic, personal/social, and career development of all students.
Business Logic	 ((A+B+C+D=E) ÷X) x 100 x Y where A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible

	• Y = weight	hted percentage (.20)		
Indicator 2.1: MoCA		of the highest MoCA scores number of Certification Car	s of all Certification Candidates adidates	
Special Notes				
Scoring Guide				
		V	IoCA	7
		Average Range	Points	
		250.0 +	10	
		245.0 – 249.9	9.5	
		240.0 – 244.9	9	
		235.0 – 239.9	8.5	
		230.0 - 234.9	8	
		225.0 – 229.9	7.5	
		220.0 – 224.9	7	
T 1' / C 2 B	37.37.1			
Indicator 2.2: Program GPA		of the Program GPAs of all number of Certification Car		
Special Notes				
Scoring Guide				
		Grade Point	Average (GPA)	
		Average Range	Points	Ī
		3.60 +	10	
		3.40 – 3.59	9.5	
		3.20 – 3.39	9	
		3.00 – 3.19	8.5	
		2.75 – 2.99	8	
				_
Indicator 2.3: MEES Special Notes		age of University Supervisor	ard 2 MEES scores of all Certification r Standard 2 MEES scores of all Certi	
Scoring Guide				
		Performe	ance Assessments	
		Average Range	Points	
		2.50 +	10	
		2.25 – 2.49	9	
		2.00 – 2.24	8	
		1.75 – 1.99	7	
		1.50 – 1.74	6	
		1.25 – 1.49	5	
		1.00 – 1.24	4	
		0.00 - 0.99	0	
Indicator 2.4: First-Year Counselor Survey	Year Cou for associ		te's mean Standard 2 score (calculated triated with Standard 2; see Survey Technolidates	
Special Notes				

Scoring Guide				
		First	-Year Survey	
		Average Range	Points	
		4.0 - 5.0	5	
		3.0 - 3.9	4	
		2.0 - 2.9	3	
		0.0 - 1.9	0	
Indicator 2.5: First-Year	X÷Y where			
Counselor's Supervisor Survey Special Notes	Year Co Technic			
Scoring Guide				_
Scoring Guide		E:4	Vacar Carress	1
			-Year Survey Points	
		Average Range	_	
		4.0 – 5.0	5	
		$\frac{3.0 - 3.9}{2.0 - 2.9}$	3	
		0.0 – 1.9	0	
		0.0 - 1.7	U	

School Counselor Program Standard 3: Professional Relationships

Definition	community which	The school counselor develops collaborative professional relationships throughout the school and community which support the comprehensive school counseling program as well as the overall mission and improvement plans of the school district.				
Business Logic	 A = po B = po C = po Counse D = po E = poi X = tot 	 B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible 				
Indicator 3.1: MoCA		m of the highest MoCA scores al number of Certification Can				
Special Notes						
Scoring Guide						
		М	oCA	1		
		Average Range	Points			
		250.0 +	10			
		245.0 – 249.9	9.5			
		240.0 - 244.9	9			
		235.0 – 239.9	8.5			
		230.0 – 234.9	8			
		225.0 – 229.9	7.5			
		220.0 – 224.9	7			

Indicator 3.2: Program GPA	X÷Y where			
indicator 3.2. Program Gr71		n of the Program GPAs of all	Cartification Candidates	
		l number of Certification Car		
	• Y = tota	il number of Certification Car	ididates	
Special Notes				
Scoring Guide				
		Cuada Daint	Avianaga (CDA)	٦
			Average (GPA)	1
		Average Range	Points	
		3.60 +	10	
		3.40 – 3.59	9.5	
		3.20 – 3.39	9	
		3.00 – 3.19	8.5	
		2.75 – 2.99	8	
Indicator 3.3: MEES	$(X+Y) \div 2$ where			
indicator 3.3. WEES	` ′	rage of Site Supervisor Stand	ard 3 MEES scores of all Certificatio	n Candidatas
			Standard 3 MEES scores of all Certification	ncation
	Candida	ites		
Special Notes				
Scoring Guide				
		Performa	ance Assessments	
		Average Range	Points	
		2.50 +	10	
		2.25 – 2.49	9	
			8	
		2.00 – 2.24		
		1.75 – 1.99	7	
		1.50 – 1.74	6	
		1.25 – 1.49	5	
		1.00 - 1.24	4	
		0.00 - 0.99	0	
Indicator 3.4: First-Year	X÷Y where			
Counselor Survey	• X = sun	n of all Certification Candidat	te's mean Standard 3 score (calculate	d using all First-
·			iated with Standard 3; see Survey Te	
		ciated items)	- , <u>, , , , , , , , , , , , , , , , , ,</u>	
		ıl number of Certification Car	ndidates	
	1 1012	in number of certification can	ididates	
Special Notes				
Scoring Guide				
Scoring Guide			W. G	1
			-Year Survey	
		Average Range	Points	
		4.0 - 5.0	5	
		3.0 – 3.9	4	
		2.0 – 2.9	3	
		0.0 - 1.9	0	
		3,0 1,7	v	I
Indicator 3.5: First-Year	X÷Y where			
Counselor's Supervisor		of all Certification Candidat	te's mean Standard 3 score (calculate	lusing all First
Survey				
Survey			items associated with Standard 3; see	Survey
		al Manual for associated item		
	\bullet Y = tota	l number of Certification Car	ndidates	
Special Notes				
•	L			

Scoring Guide			
	First	-Year Survey	
	Average Range	Points	
	4.0 - 5.0	5	
	3.0 - 3.9	4	
	2.0 - 2.9	3	
	0.0 - 1.9	0	
			•

School Counselor Program Standard 4: Leadership and Advocacy

Definition	The school counselor serves as a change agent, demonstrating leadership, vision, collaboration and advocacy for the on-going development of self, students, the comprehensive school counseling program and the school.				
Business Logic	 ((A+B+C+D=E) ÷X) x 100 x Y where A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Educator Evaluation System (MEES) for School Counselors D = points derived from First-Year Counselor Survey E = points derived from First-Year Counselor's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) 				
Indicator 3.1: MoCA	X÷Y where • X = sum of the highest MoCA • Y = total number of Certificat		Candidates		
Special Notes					
Scoring Guide					
		MoCA			
	Average Range	Poin			
	250.0 +	10			
	$\frac{245.0 - 249.9}{240.0 - 244.9}$	9.5	<u> </u>		
	235.0 - 239.9	8.5			
	$\frac{233.0 - 239.9}{230.0 - 234.9}$	8	·		
	225.0 – 229.9	7.5			
	220.0 – 224.9	7			
Indicator 4.2: Program GPA	X÷Y where • X = sum of the Program GPA • Y = total number of Certificat		idates		
Special Notes					
Scoring Guide					
	Grade Point Average (GPA)				
	Average Range	Poin			
	Average Range 3.60 +	10			
	Average Range 3.60 + 3.40 - 3.59	9.5			
	3.60 + 3.40 - 3.59 3.20 - 3.39	9.5 9.5	i .		
	3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19	9.5 9.5 9	i .		
	3.60 + 3.40 - 3.59 3.20 - 3.39	9.5 9.5	i .		

		rage of University Supervisor	ard 4 MEES scores of all Certification Standard 3 MEES scores of all Certification	
Special Notes				
Scoring Guide				
			nce Assessments	
		Average Range	Points	
		2.50 +	10	
		2.25 – 2.49	9	
		2.00 – 2.24 1.75 – 1.99	<u>8</u> 7	
		1.50 – 1.74	6	
		1.25 – 1.49	5	
		1.00 – 1.24	4	
		0.00 - 0.99	0	
Indicator 4.4: First-Year	X÷Y where			
Counselor Survey	Year Co		e's mean Standard 4 score (calculated iated with Standard 4; see Survey Tec	
Special Notes		l number of Certification Can	ndidates	
Special Notes Scoring Guide		l number of Certification Can		
		l number of Certification Can	-Year Survey	
		l number of Certification Can First- Average Range	Year Survey Points	
		I number of Certification Can First- Average Range 4.0 – 5.0	Year Survey Points 5	
		First- Average Range 4.0 – 5.0 3.0 – 3.9	Points 5 4	
		First- Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9	Points 5 4 3	
		First- Average Range 4.0 – 5.0 3.0 – 3.9	Points 5 4	
Scoring Guide Indicator 4.5: First-Year Counselor's Supervisor Survey	Y = total X÷Y where X = sum Year Co Technica	First- Average Range 4.0 - 5.0 3.0 - 3.9 2.0 - 2.9 0.0 - 1.9	Points 5 4 3 0 e's mean Standard 4 score (calculated items associated with Standard 4; see is)	
Indicator 4.5: First-Year Counselor's Supervisor Survey Special Notes	Y = total X÷Y where X = sum Year Co Technica	First- Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 an of all Certification Candidate ounselor's Supervisor Survey all Manual for associated item	Points 5 4 3 0 e's mean Standard 4 score (calculated items associated with Standard 4; see is)	
Scoring Guide Indicator 4.5: First-Year Counselor's Supervisor Survey	Y = total X÷Y where X = sum Year Co Technica	First- Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 an of all Certification Candidate ounselor's Supervisor Survey all Manual for associated item	Points 5 4 3 0 e's mean Standard 4 score (calculated items associated with Standard 4; see is)	
Indicator 4.5: First-Year Counselor's Supervisor Survey Special Notes	Y = total X÷Y where X = sum Year Co Technica	First- Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 n of all Certification Candidate bunselor's Supervisor Survey all Manual for associated item all number of Certification Candidate First-	Points 5 4 3 0 e's mean Standard 4 score (calculated items associated with Standard 4; see is) adidates	
Indicator 4.5: First-Year Counselor's Supervisor Survey Special Notes	Y = total X÷Y where X = sum Year Co Technica	First- Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 n of all Certification Candidate ounselor's Supervisor Survey al Manual for associated item I number of Certification Can First- Average Range	Points Points 4 3 0 e's mean Standard 4 score (calculated items associated with Standard 4; see as) adidates Per Survey Points	
Indicator 4.5: First-Year Counselor's Supervisor Survey Special Notes	Y = total X÷Y where X = sum Year Co Technica	First- Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 n of all Certification Candidate ounselor's Supervisor Survey al Manual for associated item I number of Certification Can First- Average Range 4.0 – 5.0	Points Points 5 4 3 0 e's mean Standard 4 score (calculated items associated with Standard 4; see as) adidates Pear Survey Points 5	
Indicator 4.5: First-Year Counselor's Supervisor Survey Special Notes	Y = total X÷Y where X = sum Year Co Technica	First- Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 n of all Certification Candidate bunselor's Supervisor Survey al Manual for associated item I number of Certification Candidate I number of Cert	Points 5 4 3 0 e's mean Standard 4 score (calculated items associated with Standard 4; see is) adidates Per Survey Points 5 4 4 3 0	
Indicator 4.5: First-Year Counselor's Supervisor Survey Special Notes	Y = total X÷Y where X = sum Year Co Technica	First- Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 n of all Certification Candidate ounselor's Supervisor Survey al Manual for associated item I number of Certification Can First- Average Range 4.0 – 5.0	Points Points 5 4 3 0 e's mean Standard 4 score (calculated items associated with Standard 4; see as) adidates Pear Survey Points 5	

School Counselor Program Standard 5: Ethical and Professional Conduct
The school counselor knows, understands and adheres to current ethical and professional standards and legal requirements.

Definition	The school counselor knows, understands and adheres to current ethical and professional standards and legal requirements.
Business Logic	$((A+B+C+D=E) \div X) \times 100 \times Y$ where
	A = points derived from the Missouri Content Assessment (MoCA)

i	• B = points derived from Program GP.				
		Educator Evaluation System (MEES) for Scho	ool		
	Counselors				
	• D = points derived from First-Year C	ounselor Survey			
	• E = points derived from First-Year Counselor's Supervisor Survey Scores				
	 X = total points possible 				
	• Y = weighted percentage (.20)				
Indicator 5.1: MoCA	X÷Y where				
	• X = sum of the highest MoCA scores				
	• Y = total number of Certification Can	didates			
Special Notes					
Scoring Guide					
Scoring Guide					
	M	IoCA			
	Average Range	Points			
	250.0 +	10			
	245.0 – 249.9	9.5			
	240.0 – 244.9	9.5			
	235.0 - 239.9	8.5			
	230.0 – 234.9	8			
	225.0 – 229.9	7.5			
	220.0 – 224.9	7			
		<u> </u>			
Indicator 5.2: Program GPA	X÷Y where				
	• X = sum of the Program GPAs of all	Certification Candidates			
	• Y = total number of Certification Can	didatas			
		luluates			
		laridates			
Special Notes		latates			
Special Notes Scoring Guide		latates			
Special Notes Scoring Guide					
		Average (GPA)			
	Grade Point				
	Grade Point Average Range	Average (GPA) Points			
	Grade Point Average Range 3.60 +	Average (GPA) Points 10			
	Grade Point Average Range 3.60 + 3.40 - 3.59	Average (GPA) Points 10 9.5			
	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39	Average (GPA) Points 10 9.5 9			
	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19	Average (GPA) Points 10 9.5 9 8.5			
	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39	Average (GPA) Points 10 9.5 9			
	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19	Average (GPA) Points 10 9.5 9 8.5			
	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99	Average (GPA) Points 10 9.5 9 8.5			
Scoring Guide	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where	Average (GPA) Points 10 9.5 9 8.5 8	ates		
Scoring Guide	Grade Point Average Range $3.60 +$ $3.40 - 3.59$ $3.20 - 3.39$ $3.00 - 3.19$ $2.75 - 2.99$ (X+Y) ÷2 where • X = average of Site Supervisor Stand	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candida	ates		
Scoring Guide	Grade Point	Average (GPA) Points 10 9.5 9 8.5 8	ates		
Scoring Guide	Grade Point Average Range $3.60 +$ $3.40 - 3.59$ $3.20 - 3.39$ $3.00 - 3.19$ $2.75 - 2.99$ (X+Y) ÷2 where • X = average of Site Supervisor Stand	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candida	ates		
Scoring Guide Indicator 5.3: MEES	Grade Point	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candida	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candida	ates		
Scoring Guide Indicator 5.3: MEES	Grade Point	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candida	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where X = average of Site Supervisor Stand Y = average of University Supervisor Candidates	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candidate Standard 5 MEES scores of all Certification	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where X = average of Site Supervisor Stand Y = average of University Supervisor Candidates Performa	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candidar Standard 5 MEES scores of all Certification	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where X = average of Site Supervisor Stand Y = average of University Supervisor Candidates Performa Average Range	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candidar Standard 5 MEES scores of all Certification Ince Assessments Points	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where • X = average of Site Supervisor Stand • Y = average of University Supervisor Candidates Performa Average Range 2.50 +	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candidar Standard 5 MEES scores of all Certification Ince Assessments Points 10	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where • X = average of Site Supervisor Stand • Y = average of University Supervisor Candidates Performa Average Range 2.50 + 2.25 - 2.49	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candidar Standard 5 MEES scores of all Certification Ince Assessments Points 10 9	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Crade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where • X = average of Site Supervisor Stands • Y = average of University Supervisor Candidates Performa Average Range 2.50 + 2.25 - 2.49 2.00 - 2.24	Average (GPA) Points 10 9.5 9 8.5 8 Pard 5 MEES scores of all Certification Candidate Standard 5 MEES scores of all Certification Ince Assessments Points 10 9 8	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where • X = average of Site Supervisor Stand • Y = average of University Supervisor Candidates Performa Average Range 2.50 + 2.25 - 2.49	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candidar Standard 5 MEES scores of all Certification Ince Assessments Points 10 9	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷ 2 where Y = average of Site Supervisor Stand Y = average of University Supervisor Candidates Performa Average Range 2.50 + 2.25 - 2.49 2.00 - 2.24 1.75 - 1.99	Average (GPA) Points 10 9.5 9 8.5 8 Pard 5 MEES scores of all Certification Candidate Standard 5 MEES scores of all Certification Ince Assessments Points 10 9 8	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Crade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where • X = average of Site Supervisor Stand • Y = average of University Supervisor Candidates Performa Average Range 2.50 + 2.25 - 2.49 2.00 - 2.24 1.75 - 1.99 1.50 - 1.74	Average (GPA) Points 10 9.5 9 8.5 8 Points Ard 5 MEES scores of all Certification Candidate Standard 5 MEES scores of all Certification Points 10 9 8 7 6	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Grade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where X = average of Site Supervisor Stand Y = average of University Supervisor Candidates Performa Average Range 2.50 + 2.25 - 2.49 2.00 - 2.24 1.75 - 1.99 1.50 - 1.74 1.25 - 1.49	Average (GPA) Points 10 9.5 9 8.5 8 ard 5 MEES scores of all Certification Candidate Standard 5 MEES scores of all Certification Ince Assessments Points 10 9 8 7 6 5	ates		
Scoring Guide Indicator 5.3: MEES Special Notes	Crade Point Average Range 3.60 + 3.40 - 3.59 3.20 - 3.39 3.00 - 3.19 2.75 - 2.99 (X+Y) ÷2 where • X = average of Site Supervisor Stand • Y = average of University Supervisor Candidates Performa Average Range 2.50 + 2.25 - 2.49 2.00 - 2.24 1.75 - 1.99 1.50 - 1.74	Average (GPA) Points 10 9.5 9 8.5 8 Points Ard 5 MEES scores of all Certification Candidate Standard 5 MEES scores of all Certification Points 10 9 8 7 6	ates		

Indicator 5.4: First-Year	X÷Y where				
Counselor Survey	 X = sum of all Certification Candidate's mean Standard 5 score (calculated using all First-Year Counselor's Survey items associated with Standard 5; see Survey Technical Manual for associated items) Y = total number of Certification Candidates 				
	\bullet Y = tota	al number of Certification Car	adidates		
Special Notes					
Scoring Guide					
		First-	Year Survey		
		Average Range	Points		
		4.0 - 5.0	5		
		3.0 – 3.9	4		
		2.0 – 2.9	3		
		0.0 – 1.9	0		
Indicator 5.5: First-Year Counselor's Supervisor Survey	Year Co Technic				
Special Notes					
Scoring Guide					
		First	Year Survey]	
		Average Range	Points		
		4.0 - 5.0	5		
		3.0 – 3.9	4		
		2.0 – 2.9	3		
		0.0 – 1.9	0		

Appendix E: Calculating School Leader (includes Superintendent) APR-EPP Scores

Note: Due to COVID-19, no data were collected in the fall of 2020 and no APR was published in the spring of 2021.

School Leader Program Domain 1: Visionary Leadership

Definition	The Principal as the Visionary Leader develop the learning of all students.	s and implements a vision for the school to guide			
Business Logic	 ((A+B+C+D=E) ÷X) x 100 x Y where A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Professors of Educational Administration Instructional Performance Assessment for Aspiring Building Administrators (MPEA) D = points derived from First-Year Principal Survey E = points derived from First-Year Principal's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20) 				
Indicator 1.1: MoCA	X÷Y where • X = sum of the highest MoCA scores • Y = total number of Certification Can				
Scoring Guide					
		oCA			
	Average Range	Points			
	250.0 +	10			
	245.0 – 249.9	9.5			
	240.0 – 244.9	9			
	235.0 - 239.9	8.5			
	230.0 – 234.9	8			
	225.0 - 229.9	7.5			
	220.0 – 224.9	7			
Indicator 1.2: Program GPA Scoring Guide	X÷Y where • X = sum of the Program GPAs of all 0 • Y = total number of Certification Can				
Scoring Guide	Coole Belief	A (CDA)			
		Average (GPA)			
	Average Range	Points			
	3.60 + 3.40 - 3.59	10			
		9.5			
	$3.20 - 3.39 \\ \hline 3.00 - 3.19$	8.5			
	2.75 – 2.99	8			
Indicator 1.3: MPEA	X÷Y where • X = sum of the MPEA scores for all C • Y = total number of Certification Can				

Scoring Guide				
		Performa	ance Assessments	
		Average Range	Points	
		14.00 +	10	
		13.00 – 13.99	9	
		12.00 – 12.99	8	
		11.00 – 11.99	7	
		10.00 – 10.99	6	
Indicator 1.4: First-Year	X÷Y where			
Principal Survey	• X = su	m of all Certification Candida	te's mean Standard 1 score (calculate	d using all
			sociated with Standard 1; see Survey	
		l for associated items)	· ·	
		al number of Certification Ca	ndidates	
Scoring Guide				
		First-	-Year Survey	
		Average Range	Points	
		4.0 - 5.0	5	
		3.0 - 3.9	4	
		2.0 – 2.9	3	
		0.0 – 1.9	0	
Indicator 1.5: First-Year	X÷Y where			
Principal's Supervisor		m of all Certification Candida	te's mean Standard 1 score (calculate	od ucina all
Survey			rvey items associated with Standard	
202.09		cal Manual for associated iter		i, see survey
		al number of Certification Ca		
	- 1 10	ar number of certification ca	narates	
Scoring Guide				
		First	-Year Survey	
		Average Range	Points	
		4.0 – 5.0	5	
		3.0 – 3.9	4	
		2.0 – 2.9	3	
		0.0 – 1.9	0	
		2.0		ľ

School Leader Program Domain 2: Instructional Leadership
The Principal as the Instructional Leader ensures a guaranteed and viable curriculum, guarantees effective instructional practice, coordinates the use of effective assessments and promotes professional learning.

Definition	The Principal as the Instructional Leader ensures a guaranteed and viable curriculum, guarantees effective instructional practice, coordinates the use of effective assessments and promotes professional learning.
Business Logic	 ((A+B+C+D=E) ÷X) x 100 x Y where A = points derived from the Missouri Content Assessment (MoCA) B = points derived from Program GPA C = points derived from the Missouri Professors of Educational Administration Instructional Performance Assessment for Aspiring Building Administrators (MPEA) D = points derived from First-Year Principal Survey E = points derived from First-Year Principal's Supervisor Survey Scores X = total points possible Y = weighted percentage (.20)
Indicator 2.1: MoCA	$X \div Y$ where • $X = \text{sum of the highest MoCA scores of all Certification Candidates}$

	• Y = total number of Certification Car	ndidates	
Scoring Guide			
	Mo	oCA	
	Average Range	Points	
	250.0 +	10	
	245.0 - 249.9	9.5	
	240.0 - 244.9	9	
	235.0 - 239.9	8.5	
	230.0 – 234.9	8	
	225.0 – 229.9	7.5	
	220.0 – 224.9	7	
ndicator 2.2: Program GPA	X÷Y where • X = sum of the Program GPAs of all • Y = total number of Certification Car		
coring Guide			
	Grade Point	Average (GPA)	
	Average Range	Points	
	3.60 +	10	
	3.40 – 3.59	9.5	
	3.20 - 3.39	9	
	3.00 – 3.19	8.5	
	2.75 – 2.99	8	
Indicator 2.3: MPEA	X÷Y where		
	X÷Y where • X = sum of the MPEA scores for all 0 • Y = total number of Certification Car		
	 X = sum of the MPEA scores for all 0 Y = total number of Certification Car 	adidates	
	 X = sum of the MPEA scores for all 0 Y = total number of Certification Car Performan	nce Assessments	
	 X = sum of the MPEA scores for all Q Y = total number of Certification Car Performant Average Range	nce Assessments Points	
	 X = sum of the MPEA scores for all Q Y = total number of Certification Car Performal Average Range 14.00 + 	nce Assessments Points 10	
	• X = sum of the MPEA scores for all C • Y = total number of Certification Car Performal Average Range 14.00 + 13.00 - 13.99	nce Assessments Points 10 9	
	• X = sum of the MPEA scores for all C • Y = total number of Certification Car Performal Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99	nce Assessments Points 10 9 8	
	• X = sum of the MPEA scores for all 6 • Y = total number of Certification Car Performal Average Range	nce Assessments Points 10 9 8 7	
Scoring Guide	• X = sum of the MPEA scores for all 6 • Y = total number of Certification Car Performal Average Range	nce Assessments Points 10 9 8	
Indicator 2.3: MPEA Scoring Guide Indicator 2.4: First-Year	• X = sum of the MPEA scores for all 0 • Y = total number of Certification Car Performal Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where	roce Assessments Points 10 9 8 7 6	
Scoring Guide	X = sum of the MPEA scores for all C Y = total number of Certification Car Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where X = sum of all Certification Candidat First-Year Principal Survey items ass Manual for associated items)	Points 10 9 8 7 6 e's mean Standard 2 score (calculated usiociated with Standard 2; see Survey Tech	
Scoring Guide ndicator 2.4: First-Year	X = sum of the MPEA scores for all C Y = total number of Certification Car Performal Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where X = sum of all Certification Candidat First-Year Principal Survey items ass	Points 10 9 8 7 6 e's mean Standard 2 score (calculated usiociated with Standard 2; see Survey Tech	
Scoring Guide Indicator 2.4: First-Year Principal Survey	X = sum of the MPEA scores for all C Y = total number of Certification Car Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where X = sum of all Certification Candidat First-Year Principal Survey items ass Manual for associated items)	Points 10 9 8 7 6 e's mean Standard 2 score (calculated usiociated with Standard 2; see Survey Tech	
Scoring Guide Indicator 2.4: First-Year Principal Survey	X = sum of the MPEA scores for all G Y = total number of Certification Car Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where X = sum of all Certification Candidat First-Year Principal Survey items ass Manual for associated items) Y = total number of Certification Car	Points 10 9 8 7 6 e's mean Standard 2 score (calculated usiociated with Standard 2; see Survey Tech	
Scoring Guide Indicator 2.4: First-Year Principal Survey	X = sum of the MPEA scores for all CY = total number of Certification Car Performal Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where X = sum of all Certification Candidate First-Year Principal Survey items associated items) Y = total number of Certification Car First-	Points 10 9 8 7 6 e's mean Standard 2 score (calculated usiociated with Standard 2; see Survey Technolididates	
Scoring Guide Indicator 2.4: First-Year Principal Survey	X = sum of the MPEA scores for all G Y = total number of Certification Car Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where X = sum of all Certification Candidat First-Year Principal Survey items ass Manual for associated items) Y = total number of Certification Car	Points 10 9 8 7 6 e's mean Standard 2 score (calculated usiociated with Standard 2; see Survey Technolidates Year Survey	
Scoring Guide Indicator 2.4: First-Year Principal Survey	X = sum of the MPEA scores for all C Y = total number of Certification Car Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where X = sum of all Certification Candidat First-Year Principal Survey items ass Manual for associated items) Y = total number of Certification Car First-Average Range	rice Assessments Points 10 9 8 7 6 e's mean Standard 2 score (calculated usiociated with Standard 2; see Survey Technolidates Year Survey Points	
Scoring Guide Indicator 2.4: First-Year	X = sum of the MPEA scores for all C Y = total number of Certification Car Average Range 14.00 + 13.00 - 13.99 12.00 - 12.99 11.00 - 11.99 10.00 - 10.99 X÷Y where X = sum of all Certification Candidat First-Year Principal Survey items ass Manual for associated items) Y = total number of Certification Car First-Average Range 4.0 - 5.0	nce Assessments Points 10 9 8 7 6 e's mean Standard 2 score (calculated usiociated with Standard 2; see Survey Technolidates Year Survey Points 5	

Indicator 2.5: First-Year	X÷Y where						
Principal's Supervisor	• X = sur	• X = sum of all Certification Candidate's mean Standard 2 score (calculated using all					
Survey		First-Year Principal's Supervisor Survey items associated with Standard 2; see Survey					
	Technic	Technical Manual for associated items)					
	 Y = total 	al number of Certification Ca	ndidates				
Scoring Guide							
		First-	-Year Survey				
		Average Range	Points				
		4.0 - 5.0	5				
		3.0 – 3.9	4				
		2.0 – 2.9	3				
		0.0 – 1.9	0				
				•			

School Leader Program Domain 3: Managerial Leadership

The Principal as the Managerial Leader implements operational systems, oversees personnel and ensures the equitable and strategic use of resources.

Definition	The Principal as the Managerial Leader implements operational systems, oversees personnel and ensures the equitable and strategic use of resources.				
Business Logic	 A = poi B = poi C = poi Instruct D = poi E = poi X = tota 	tional Performance Assessment ints derived from First-Year Pri	Professors of Educational Administ for Aspiring Building Administrate		
Indicator 3.1: MoCA		m of the highest MoCA scores of al number of Certification Cano			
Scoring Guide	_			7	
		Mo		-	
		Average Range	Points		
		250.0 +	10		
		245.0 – 249.9	9.5		
		240.0 – 244.9	9		
		235.0 - 239.9	8.5		
		230.0 - 234.9	8		
		225.0 – 229.9	7.5	-	
		220.0 224.0	7		
		220.0 – 224.9	7		

Scoring Guide			
	Grade Point A	vorego (CDA)	
	Average Range	Points	
	3.60 +	10	
	3.40 – 3.59	9.5	
	3.20 - 3.39	9	
	3.00 – 3.19	8.5	
	2.75 – 2.99	8	
Indicator 3.3: MPEA	X÷Y where		
	• X = sum of the MPEA scores for all Ce	ertification Candidates	
	• Y = total number of Certification Cand	lidates	
Scoring Guide			
	Performance	ce Assessments	
	Average Range	Points	
	14.00 +	10	
	13.00 – 13.99	9	
	12.00 – 12.99	8	
	11.00 – 11.99	7	
	10.00 – 10.99	6	
Scoring Guide	Y = total number of Certification Cand	lidates	
8	First-Yo	ear Survey	
	Average Range	Points	
	4.0 - 5.0	5	
	3.0 – 3.9	4	
	2.0 - 2.9	3	
	$ \begin{array}{c c} 2.0 - 2.9 \\ 0.0 - 1.9 \end{array} $	3	
Indicator 3.5: First-Year Principal's Supervisor Survey	$X \div Y$ where $\bullet X = \text{sum of all Certification Candidate}$'s mean Standard 3 score (calculated using all ey items associated with Standard 3; see Surve)	
Principal's Supervisor	X÷Y where • X = sum of all Certification Candidate First-Year Principal's Supervisor Surve Technical Manual for associated items	's mean Standard 3 score (calculated using all ey items associated with Standard 3; see Surve)	
Principal's Supervisor Survey	X÷Y where • X = sum of all Certification Candidate First-Year Principal's Supervisor Surve Technical Manual for associated items • Y = total number of Certification Cand	o's mean Standard 3 score (calculated using all ey items associated with Standard 3; see Surve) lidates	
Principal's Supervisor Survey	X÷Y where • X = sum of all Certification Candidate First-Year Principal's Supervisor Surve Technical Manual for associated items • Y = total number of Certification Cand	o's mean Standard 3 score (calculated using all ey items associated with Standard 3; see Survey) lidates ear Survey Points	
Principal's Supervisor Survey	X÷Y where • X = sum of all Certification Candidate First-Year Principal's Supervisor Surve Technical Manual for associated items • Y = total number of Certification Cand First-Ye Average Range 4.0 - 5.0	o's mean Standard 3 score (calculated using all ey items associated with Standard 3; see Survey) lidates ear Survey Points 5	
Principal's Supervisor Survey	X÷Y where • X = sum of all Certification Candidate First-Year Principal's Supervisor Surve Technical Manual for associated items • Y = total number of Certification Cand First-Year Principal's Supervisor Surve Technical Manual for associated items • Y = total number of Certification Cand Average Range 4.0 - 5.0 3.0 - 3.9	o's mean Standard 3 score (calculated using all ey items associated with Standard 3; see Survey) ididates Points 5 4	
Principal's Supervisor Survey	X÷Y where • X = sum of all Certification Candidate First-Year Principal's Supervisor Surve Technical Manual for associated items • Y = total number of Certification Cand First-Ye Average Range 4.0 - 5.0	o's mean Standard 3 score (calculated using all ey items associated with Standard 3; see Survey) lidates ear Survey Points 5	

School Leader Program Domain 4: Relational Leadership

Definition	The Principal as the Relational Leader interacts professional with students, staff, family, and community.
Business Logic	$((A+B+C+D=E) \div X) \times 100 \times Y \text{ where}$

	 Instructional Performance Assessme D = points derived from First-Year F E = points derived from First-Year P X = total points possible Y = weighted percentage (.20) 	PA i Professors of Educational Administration nt for Aspiring Building Administrators (N Principal Survey	
Indicator 4.1: MoCA	X÷Y where • X = sum of the highest MoCA scores • Y = total number of Certification Ca		
Scoring Guide			
	M	[oCA	
	Average Range	Points	
	250.0 +	10	
	245.0 - 249.9	9.5	
	240.0 - 244.9	9	
	235.0 - 239.9	8.5	
	230.0 - 234.9	8	
	225.0 – 229.9	7.5	
	220.0 – 224.9	7	
Service Cuile	 X = sum of the Program GPAs of all Y = total number of Certification Ca 		
Scoring Guide			
		Average (GPA)	
	Average Range	Points	
	3.60 +	10	
	3.40 – 3.59	9.5	
	3.20 – 3.39	9	
	3.00 – 3.19	8.5	
	2.75 – 2.99	8	
Indicator 4.3: MPEA Scoring Guide	X÷Y where • X = sum of the MPEA scores for all • Y = total number of Certification Ca		
Storing Guide	Danfoumo	nce Assessments	
	Average Range	Points	
	14.00 +	10	
	13.00 - 13.99	9	
	13.00 - 13.99	8	
	11.00 – 12.99	7	
	10.00 - 10.99	6	
Indicator 4.4: First-Year	X÷Y where		
Principal Survey	• X = sum of all Certification Candida	te's mean Standard 4 score (calculated usi sociated with Standard 4; see Survey Tech ndidates	

Scoring Guide				
		First-Year Survey		
		Average Range	Points	
		4.0 - 5.0	5	
		3.0 - 3.9	4	
		2.0 - 2.9	3	
		0.0 - 1.9	0	
Principal's Supervisor Survey	 X = sum of all Certification Candidate's mean Standard 4 score (calculated using all First-Year Principal's Supervisor Survey items associated with Standard 4; see Survey Technical Manual for associated items) Y = total number of Certification Candidates 			
Scoring Guide				
		First-Year Survey		
		Average Range	Points	
		4.0 – 5.0	5	
		3.0 – 3.9	4	
		2.0 – 2.9	3	
		0.0 - 1.9	0	

School Leader Program Domain 5: Innovative Leadership

Definition	The Principal as the Innovative Leader continu	es professional growth, actively engages in		
	reflective practice, and applies new knowledge	and understanding to drive appropriate change.		
Business Logic		A Professors of Educational Administration t for Aspiring Building Administrators (MPEA) rincipal Survey		
Indicator 5.1: MoCA	 X÷Y where X = sum of the highest MoCA scores of all Certification Candidates Y = total number of Certification Candidates 			
Scoring Guide				
	Mo	OCA		
	Average Range	Points		
	250.0 +	10		
	245.0 - 249.9	9.5		
	240.0 - 244.9 235.0 - 239.9	9 8.5		
	230.0 - 234.9	8		
	225.0 – 229.9	7.5		
	220.0 – 224.9	7		
Indicator 5.2: Program GPA	 X÷Y where X = sum of the Program GPAs of all Q Y = total number of Certification Can 			

Scoring Guide				
		Crada Paint	yaraga (CDA)	
	A	verage Range	Average (GPA) Points	
	A	3.60 +	10	
		3.40 – 3.59	9.5	
		3.20 – 3.39	9	
		3.00 – 3.19	8.5	
		2.75 – 2.99	8	
		2.13 2.77	Ü	
Indicator 5.3: MPEA		e MPEA scores for all C ber of Certification Can		
Scoring Guide		D 6		
			ice Assessments	
		Average Range	Points	
		14.00 +	10	
		13.00 – 13.99	9	
		12.00 – 12.99	8	
		11.00 – 11.99	7	
		10.00 – 10.99	6	
Scoring Guide	• Y = total num	ber of Certification Can	didates	
-		First-V	Vear Survey	
-			Vear Survey Points	
-		Average Range	Points	
-		Average Range 4.0 – 5.0	Points 5	
-		Average Range 4.0 – 5.0 3.0 – 3.9	Points	
-		Average Range 4.0 – 5.0	Points 5 4	
	X÷Y where • X = sum of al First-Year Pri Technical Ma	Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 I Certification Candidate	Points 5 4 3 0 2's mean Standard 5 score (calculated yey items associated with Standard 5;s)	
Indicator 5.5: First-Year Principal's Supervisor	X÷Y where • X = sum of al First-Year Pri Technical Ma	Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 I Certification Candidate ncipal's Supervisor Survanual for associated items	Points 5 4 3 0 2's mean Standard 5 score (calculated yey items associated with Standard 5;s)	
Indicator 5.5: First-Year Principal's Supervisor Survey	X÷Y where • X = sum of al First-Year Pri Technical Ma	Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 I Certification Candidate ncipal's Supervisor Survanual for associated items aber of Certification Candidate of Certification Certification Candidate of Certification Certification Certification Certificat	Points 5 4 3 0 2's mean Standard 5 score (calculated yey items associated with Standard 5;s)	
Indicator 5.5: First-Year Principal's Supervisor Survey	X÷Y where • X = sum of al First-Year Pri Technical Ma • Y = total num	Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 I Certification Candidate ncipal's Supervisor Survaual for associated items there of Certification Candidate Response of Certification Candidate Respon	Points 5 4 3 0 2's mean Standard 5 score (calculated yey items associated with Standard 5; s) didates	
Indicator 5.5: First-Year Principal's Supervisor Survey	X÷Y where • X = sum of al First-Year Pri Technical Ma • Y = total num	Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 I Certification Candidate ncipal's Supervisor Survinual for associated items aber of Certification Candidate of Certificatio	Points 5 4 3 0 e's mean Standard 5 score (calculated yey items associated with Standard 5;8) diddates	
Indicator 5.5: First-Year Principal's Supervisor Survey	X÷Y where • X = sum of al First-Year Pri Technical Ma • Y = total num	Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 I Certification Candidate ncipal's Supervisor Survival for associated items aber of Certification Candidate of Certification	Points 5 4 3 0 2's mean Standard 5 score (calculated vey items associated with Standard 5; s) diddates Vear Survey Points 5 4	
Indicator 5.5: First-Year Principal's Supervisor Survey	X÷Y where • X = sum of al First-Year Pri Technical Ma • Y = total num	Average Range 4.0 – 5.0 3.0 – 3.9 2.0 – 2.9 0.0 – 1.9 I Certification Candidate ncipal's Supervisor Survinual for associated items aber of Certification Candidate of Certificatio	Points 5 4 3 0 2's mean Standard 5 score (calculated vey items associated with Standard 5; s) didates Vear Survey Points 5	